

FRASER VALLEY COLLEGE
FACULTY AND STAFF ASSOCIATION

NEWSLETTER

1985 - 86 # 3

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FROM THE EDITOR. - -

We Are Still Looking for a Name

With the first edition of this year's Newsletter, I solicited suggestions for more exciting names for this publication. None were received.

The FSA Executive has decided to bribe you: if we select your suggestion for a name for the Newsletter, you will be awarded a small prize. We are looking for a name that reflects the functions of the FSA and of the Newsletter. No prize will be awarded if no suitable suggestions are received.

Provincial Union Options

In the last Newsletter, there was a précis of our options for forming or joining a larger union. The options at this point are three: forming a provincial union based on C-IEA, joining CUPE, or continuing as we are. The C-IEA Convention will vote on this issue at its Annual General Meeting in the Spring. Before then, each member union of C-IEA will discuss and vote on the options.

Our President, Kevin Busswood, will attend a C-IEA President's Council meeting in late November to decide what option C-IEA will recommend to its members. Kevin welcomes discussion and advice from FSA members about how he should vote.

Assuming that joining CUPE continues as an option, there will be an FSA General Meeting in January with representatives of CUPE and advocates of other options present. Before that meeting, an extensive discussion paper will be circulated to all FSA members.

In the months before we make our decision, the Newsletter should serve as one forum for discussion of the options. Questions and arguments about the options are most welcome. As teachers usually find in the classroom, if one person asks a question or states a view, there are usually several others who wanted to say the same thing but didn't.

This decision will be the most important one we will make since certifying as a union. Let's make sure we have all the information and discussion possible before voting on it in the Spring.

Staff, Contract Negotiations, and Our Joint Union

The provincial union issue raises another question that is not often asked out loud: should staff and faculty continue as a joint union?

The Contract Chair tells me that no staff have volunteered for the Contract Committee. Are we to assume that staff are completely happy with their contract as it is? Should the Contract Committee formulate positions only on faculty issues for the upcoming negotiations?

Surely the answer to both questions is 'NO'. But often in our ten year history, faculty have represented staff interests by default in the absence of staff representatives. A few staff members have served far above and beyond the call of duty in order to ensure staff were well represented.

Such default representation doesn't work well for at least two reasons: faculty don't know a lot about staff working conditions and problems, and faculty grow resentful at filling in for others who apparently don't care enough to represent their own interests.

Since we are facing a turning point in the history of our union with the decision about joining or forming a provincial union, perhaps it is time we also faced the question of continuing our status as a joint union.

Continued lack of representatives from staff may sway a lot of faculty votes.

Is Newsletter Coverage Biased?

As I receive material from other FSA members for the Newsletter, and gather material from other College and Institute publications and elsewhere, I note that almost none of it is favourable to the present government. Hence, by implication, it tends to be pro-NDP.

I suspect that I will not suddenly start collecting a lot of pro-Socred material. But if you are disturbed by an apparent bias in the Newsletter, please send items you think would correct that bias. If it is relevant, etc., it will be published.

Two Years Ago

Two years ago, many of us walked a picket line for the first time. The occasion was the near General Strike by Solidarity to protest government legislation brought down after the Socred election victory of 1983.

Many of us were severely disappointed by the so-called Kelowna Accord between Bill Bennett and Jack Munro that stopped strike action in exchange for the government re-examining its legislation. We saw little of the latter. Some union leaders don't seem to be very good at striking bargains, and this government is surely not good at keeping them.

Nonetheless, many of us also thought the strike action was worthwhile because government actions might have escalated in the absence of resistance.

There are other benefits of those events.

Operation Solidarity continues, but with much less public visibility. However, the liaison established two years ago continues between unions and community groups. Unions are less isolated and self-centred in their demands. For example, the BCGEU in the upcoming round of negotiations seeks to ensure adequate standards for the delivery of social services.

There is more cooperation between many labour unions, despite the rift between the IWA and the B.C. Federation of Labour.

There is also a new generation of labour leaders coming to power, many in their late thirties and early forties: Cliff Andstein is Secretary-Treasurer of B.C. Fed, John Shields is the new president of BCGEU, Anne Harvey is president of Office and Technical Employees Union and a vice-president of the Fed, Mike Dumler is the new president of CUPE, B.C.

But perhaps the most important question to ask as we remember the events of Fall 1983, is whether similar action will again be necessary after the next provincial election.

Paul Herman

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The opinions expressed in this Newsletter do not, unless explicitly stated otherwise, express the official position of the FSA.

FROM THE FACULTY VICE-PRESIDENT...

MY 5 CENTS WORTH

More on 9th Courses...

There is a great deal of gratification in writing a column that stimulates immediate response from one's audience. Moments after the last issue of the FSA Newsletter was stuffed into pigeon holes my phone began to ring. But the gratification turns to some other kind of feeling when your first caller manages to destroy the very substance of your column.

You remember the column, I hope, the one dealing with Charter Members of the 9th Course Club. Well, it seems that not all of them are Charter Members after all, but simply colleagues caught in the second round of additional course lunacy. It was Doug McDowell, with a memory sharpened by personal experience, that pointed out how he and others were saddled with the extra work experience the year before last. I must sheepishly admit that I had forgotten these earlier events. How complacent one becomes when your own student numbers stay above the magic 75% level, and you take a year off the FSA Executive!

I asked Pat Gilliespie (my nearest IWAC rep) to supply me with the names of those who were directed to teach additional courses prior to this year, and here they are: Colin Bell, Dona Coates, Alan Cameron, Wendy Eakins, Dave Gibson, Paul Herman, Ian McAskill, Doug McDowell, Barbara Moon, Art Ross, Casey Sheridan, Pat Sifton, Henry Speer, Bob Smith, Rory Wallace, and Gloria Wolfson. Another source told me that Greg Buck was also required to teach an extra course in this first year, and I know that Kevin Busswood taught a section of the Canadian Studies 100 course last year to fulfill his ninth course obligation incurred this year.

I didn't check with each of these instructors to confirm their participation, nor did I ask what they did if they did indeed do it. If any of you feel we need more words on the subject, please call me with some details, and I'll report it next issue.

Faculty Comings and Goings ...

In the last issue of the Newsletter I promised you some information on faculty members who have either joined us or left us over the last while. Although at the moment I am feeling somewhat hesitant to deal with any subject that depends on the completeness of college information and on the strength of my memory, here goes.

Faculty Vice President's Report (Contd.)

Guy Mason, former Business Admin instructor and principal in the Maslen company in Chilliwack (Toro lawn and garden tractors, lawn sprinklers, etc. - 10% discount to college employees) resigned from (that's different than being resigned with) the college and is now in Toronto working as a consultant. Evidently Guy has a rather attractive job flying around the world for a large firm of accountants. Sounds as if he doesn't need to sell lawn mowers on the side anymore.

Merv Michaels, who taught at Okanagan College last year, has replaced Guy in the BusAdmin program. Like the other business admin instructors, Merv is based in Abbotsford.

Gerry Lengert resigned from FVC this year, and is working in a similar position at Central Valley College Limited. (For those of you who have never heard of CVCL, it is a private-sector college in Clearbrook which at present is offering a limited number of courses in a limited number of subject areas.)

Jack McLaren (who attended the same junior high school in Victoria as another esteemed member of the faculty at FVC) cast off his life-time association with the west coast and at last report, was in Ontario looking for an instructor's position.

The last recent resignation the personnel officer had in his files was that of Robert Melle, formerly a Type C with Contract Services. Robert worked as a carpentry instructor in the prisons but moved with his wife to Kelowna, where they have bought a small retail business.

More next time.

And now for something completely different...

Those of you who are members of the U.B.C. Alumni Association will have received in the mail a glossy brochure announcing the sale of official U.B.C. wall clocks, made by Bulova and hand-crafted in wood by skilled craftsmen. (There is a picture in the brochure of a skilled craftsman working with wood - just to prove that it's true). The clock is available for only \$250, with Chargex or Mastercard accepted.

Perhaps the FSA or the College - or the FVC Alumni Association, wherever it is these days - might like to consider a similar venture for the raising of funds. Some others of you might have ideas of what we should sell, but I'd like to propose a tasteful model of a ditch muskrat, an animal common to the valley, however often forgotten. It could be handcrafted from carefully

Faculty Vice-President's Report (Contd.)

selected yarrow root, laminated and fashioned by skilled union tradesmen working in Kevin Busswood's carport on weekends. While a natural finish might be attractive, it seems to me that handpainting would add to the popularity of the item. The colour scheme, typical of valley values, might include a green heart, red neck, and brown nose. The animal could be sold through the bookstores, along with just about everything else you can think of, where major credit cards are already accepted.

And finally ...

Many of you have just spent the last few weeks writing, typing, word processing, photocopying and marking pages of midterm questions. As it may have been a while since you had the chance to actually answer an exam question, I thought I would give you a few items from an exam in a course on Priorities and Educational Quality just to keep you busy until the next issue comes out.

Five marks each. Answer as concisely as you can. Use an exam booklet, if you can find one. Keep cool. Good luck.

1. Which is heavier: a ton of concrete picnic tables, or a ton of reliable film projectors?
2. Describe the relationship between book budgets, bark mulch, and begonias.
3. How many unordered periodicals does it take to fill a gymnasium? Show your calculations.
4. Compare the number of students who can pass through a set of old glass doors to the number of students who can pass through a set of new glass doors.
5. If all 110 FVC faculty teach a ninth course, what becomes the average I.Q. of a Canada goose?

Doug Nicol

VICE-PRESIDENT'S REPORT FROM COLLEGE ADVISORY COUNCIL

A less-than-quorum collection of people gathered for the October meeting of the C.A.C. on October 16 at the Chilliwack Campus. George McGuire handed out candies and a mood of joviality characterized most of the brief session.

The College Board had not met over the last three weeks, and Cheryl had missed the last E.P.C. meeting because of 'flu, so the Chairperson's report was short. She noted that Policies 310.04 on Diplomas, Certificates, etc. and 310.03 on course Loads were approved at the most recent E.P.C. meeting.

In the Principal's report, Barry Moore discussed items to be covered at the next Board meeting, and outlined some of the important issues in the College's 5-year plan.

Board topics for the October 21 meeting include the future location of the agriculture program. Barry noted that there are a variety of issues involved in this decision, some political, some related to facilities and others to locations of field experience opportunities. (As you may know, management committee has unanimously recommended the program be located in the Green Heart of B.C. - that's Chilliwack for those of you not keeping up with local slogans. Yet one can't help but wonder about the future of the Chilliwack operation if the agriculture program goes somewhere else. Other elements in the scenario - pressure on FVC to return the Portage Avenue Campus to the local school board, and some uncertainty in the new guidelines for the funding of multi-campus institutions.)

Another item to be covered (in camera) at the next Board meeting is the mandatory retirement policy recently passed by the Board. (The Association has launched a grievance on behalf of one of our colleagues, and our case may turn out to be the test case for the province. Look for some high costs in this one, if it goes through all the stages.)

Barry spent considerable time outlining some important issues in the 5-year plan to be discussed by the Board. Highlights included: (1) the development of an agriculture program over the next two or three years, for which we have "ringing endorsement" from the Ministry of Education; (2) the future of the Chilliwack Campus; (3) the future of Continuing Education in light of Ministry decisions to continue its lack of support for such a program; (4) the Langley-Aldergrove migration phenomenon which now sees some 12% of our students coming from that region - almost as many as Kwantlen gets; (5) the rejuvenation of the Mission, Agassiz, and Hope Centres to something approximating their capacity; (6) our involvement in Local Economic Renewal and Development (LERD - more slogans for you) schemes, where we are presently heavily involved in Chilliwack and Mission; (7) the impact on FVC of Federal

Vice-President's Report from CAC (Contd.)

Initiatives in Education, apparently being swung away from public institutions in favour of private institutions and the private sector more generally; and, finally, (8) the question of uncertainties in the Ministry's new guidelines for the additional funding dollars given to multi-campus institutions. (Overall, the 5-year plan should make for interesting and perhaps disturbing reading.)

Other items on the agenda were deferred until the November meeting. Let's hope we have a quorum.

Doug Nicol

FROM THE GRIEVANCE CHAIR ...

The Shop Stewards' Workshop directed by Tom Beardsley (C-IEA) on 25th October proved instructive. A wide range of staff and faculty issues were addressed, as well as the specific nature of grievance handling. Alan Stokes, Mark Hoffmann, Sheryl Henderson, and Richard Janssen acquitted themselves very well in arguing grievances before Tom who alternately pursued "sunny" and confrontative strategies in attempting to trip them up. My own reading of the workshop was that we have an experienced and vigilant group of Shop Stewards who wish to take the initiative in representing grievances and who are ready to work with you in steering negotiations in the preferred directions.

Recently, the executive requested the administration to convene a special meeting to evaluate the status of our members working in the federal prisons. These workers instruct in special environments and under terms that our collective agreement cannot fully address, heretofore a messy situation from our point of view. Susan Witter, Associate Dean, and Tim Segger of Contract Services have made considerable progress in rectifying contract violations and undertake to solve the exceedingly difficult problems that remain. The union wishes to avoid the creation of an underclass of workers, a group of auxiliaries working under special contracts without benefit of union representation; for its part, management is disposed to our view.

Area meetings for discussion of negotiations are coming. Keep an eye out for the notices. Compose your concerns and requests and attend. Failing that, contact your Shop Steward

Grievance Chair Report (Contd.)

who should be kept up-to-date on conditions in your area. Virginia Cooke, Contract Chairperson, has invited your representations on an individual basis. Do that. However, discussion of contract concerns should also be handled with your immediate colleagues and Shop Steward. Needless to say, it is very difficult for the negotiating team to work from fragmentary suggestions.

Do you know who your shop steward is? Do you think your area can be well represented by the existing system? Let your shop steward know. We will soon consider reassignment of shop stewards' areas.

Bob Smith

FROM THE CONTRACT CHAIR ...

I ran across a remarkable passage quoted from a conversation with Anton Checkhov, the great Russian writer, in about 1900. It casts light on the whole subject of negotiations and on the attitudes of our own government and college board:

In Russia we have simply got to create exceptional conditions for teachers, and that as soon as possible, since we realize that unless the people get an all-round education the state will collapse like a house built from insufficiently baked bricks. The teacher must be an actor, an artist, passionately in love with his work, and our teachers ... are famished, downtrodden, they live in perpetual fear of losing their livelihood ... It's absurd to pay niggardly pittance to one who is called upon to educate the people - to educate the people, mind! ... All this is disgusting ... a kind of mockery of human beings doing a great and terribly important work.

Inspirational and prophetic words indeed. Would that we could call him from the grave and recruit him for our board. But if our board seems to forget that all of us in education are undertaking "great and terribly important work," we must never forget it ourselves and we must never cease to remind them.

In this context I turn to the subject of negotiations, which are hovering ever nearer. The responses to my "essay assignment", though few in number (many of you pay about as much

Contract Chair's Report (Contd.)

attention to deadlines as your students), are thoughtful in content.

The most constant theme was that of workload, especially among U.T. faculty (how do vocational faculty feel about their workloads? I need some responses.) The "ninth course" threat should be removed. Failing that, any further increases on course loads must be vehemently opposed, and the "essays" show what would inevitably result from such increases:

"If we are obliged to increase our workload I'll reduce service in the classroom ... There are other things we can do that the board should stop taking for granted (that's part of what galls us, this business of being taken for granted - even my dad got a free turkey every Xmas and his watch after thirty years) - restrict office hours to the minimum, require students to make appointments, no make-up exams, no volunteering for any committee work, no off-campus lectures at the library, presentations to high school classes, no phone calls at home except during bankers' hours."

"If my workload increases at all, either in administrative or teaching responsibilities, I'm going to quit offering my students a number of opportunities they now enjoy - rough drafts, practice assignments, progress reports, individual tutoring, remedial programs."

You get the tone from these two excerpts, and it's consistent throughout the responses. It's not that we won't, we can't work any harder, and it's inappropriate for the board - not to mention our own administration - to imply that we must be "punished" for somehow slacking off.

The restoration of increments and an expectation of at least some salary lift were the other most common requests. One writer noted that it's becoming increasingly difficult for this college - with the lowest paid faculty in the province - to find anyone good to work for us. This has been readily apparent in the replacement positions for the last two years.

"We lost one promising candidate to the U of Lethbridge, which pays one-third again as much for less work. Plus, they offer job security and better PD opportunities. We found another good candidate, who took a big wage cut to come here, hoping for better job security - this person will not hang around if job security plus better wages are not forthcoming. The college recently lost at least two good people to the local private college because they pay a living wage."

Contract Chair's Report (Contd.)

It is naive to believe that academics are so desperate that they are hovering out there waiting to take any crumbs that are thrown their way. Sessionals at our rates are becoming very difficult to find. Who will drive out from Vancouver when the city colleges offer five to eight hundred dollars more for a course?

There are other more specific requests and suggestions which I won't list here, but these responses are a start. Keep sending those cards and letters.

I have made a request to some staff, and I now want to make it a plea, to document and send to me the increases in workload in your area. Extra courses and increased numbers of students are easy to measure for faculty, but in staff positions, there are numerous examples of increased workload and pressures which have, gradually and insidiously, simply been added to the job. I very much need you to write these down and send them to me; otherwise, I cannot effectively argue your case in negotiations. (If you are working harder than you were two years ago, why aren't you being paid more?) So take an hour over tea this evening to think about it. What is your job requiring of you that it wasn't last year or the year before or even four years ago? Those of you who feel the difference in workload need to pin these additional duties down. If you're on the registration desk, maybe it's merely a matter of more students to deal with. So far I have had no responses or suggestions from staff. Does that mean you're totally satisfied with the contract?

The contract committee will be meeting soon. We'll keep in touch.

Virginia Cooke

Communication Committee Meets

YOU CAN HELP:

The FSA Communication Committee met in October to develop plans for increasing community awareness of the FSA. Traditionally, the public hears from us only when we complain about cuts to education funding or about the latest management machinations during negotiations. The Committee agreed that if the communities served by the College heard about some of the wonderful things the FSA and College employees do, then our complaints would be better received.

YOU CAN HELP.

Many of us produce good works for the community by, for example, serving on ratepayers' executives, working with historical and other societies, organizing charity drives. There is frequent press coverage of these activities naming our members. It would help our image in the community if we identified ourselves as Fraser Valley College employees. For example, a press release could say, "Historical Society President Bob Smith, who teaches history at Fraser Valley College, said..."

The Newsletter would also like to receive copies of press releases, news clippings, or other notice of good works so that we can publicize them.

We have taken other steps in this direction. We have approached the editor of Generic about FSA contributions to the student newspaper. Kevin Busswood has talked to the Principal and local radio stations and newspapers about making regular contributions, e.g., to the newspapers' education section. One idea is to produce regular articles on people from different areas of the College talking about their personal background as it relates to their area, why they find their area interesting and beneficial for students. etc. Chilliwack teachers ran such a series last year, and it seemed to be quite effective for acquainting readers with their areas and putting a human face on the teacher.

We are considering sponsoring small scholarships for local graduating high school students both for its own sake and also to have an FSA representative present them at graduation ceremonies.

The Committee also considered several other matters: adoption of an FSA logo, naming the Newsletter, sending a letter of welcome to new employees, and producing an FSA Handbook.

With the last item, again, YOU CAN HELP. We think it would be useful to have a small Handbook with some general information about FSA history and organization, for example, when General Meetings are typically held, where to find information - the Constitution, contract, Newsletter - and names of FSA Officers, stewards, and committee members.

However, the most important material would be how-to information. For example, there is already a pamphlet about how to pursue a grievance. Information about serving on joint union/management committees such as Selection Advisory Committees and the Professional Development Committee has also been suggested.

DO YOU HAVE ANY SUGGESTIONS ABOUT THE CONTENTS OF AN FSA HANDBOOK, ESPECIALLY HOW-TO SECTIONS?

Please talk to a member of the Communications Committee - Paul Herman, Kevin Busswood, Judy Birch, Graham Dowden - or send a message to the FSA office in Abbotsford. Thanks.

REPRINT FROM THE DOUGLAS & KWANTLEN FACULTY ASSOCIATION'S
"ASSOCIATION UPDATE"

October 29, 1985.

The National President of C.U.P.E., Jeff Rose, met with C.I.E.A.'s Presidents' Council on September 21st. What follows is a summary of questioning of Mr. Rose and the C.U.P.E. Staff Rep. who accompanied, Joe Denofreo, and their responses. The summary is paraphrased from the separate notes of Geoff Dean and Lorraine Irvine - Lorraine attended as a rep. of S.W.C.C. The meeting lasted three hours, so this summary is necessarily extremely condensed. Also, please keep in mind that this was an exploratory discussion only. No decision among the three options will be made by C.I.E.A. until its May, 1986 A.G.M.

Jeff Rose By way of introduction, I'd like to speak to a concern that many groups like yours have expressed in discussions like these: autonomy. The identity of the individual faculty association can be maintained within C.U.P.E. There are no rigid central standards; our objectives are broad and there is no question of people having to conform. In fact, we are notorious for the degree of autonomy our locals enjoy and have been criticized for it. Your day-to-day issues would be decided autonomously. We want to assist, not take over locals. Local initiative is encouraged and necessary; we would want to be involved - for example - in legal issues that could set precedent. But there is no "big C.U.P.E." that can do all your work.

Kevin Busswood, F.V.C: What level of expertise does C.U.P.E. have in the field of post-secondary education?

Jeff Rose We don't have a great level of expertise in this area, but we would try to bring the General Secretary of C.I.E.A. onto the C.U.P.E. staff. Other staff would also be trained as needed. We can offer services suitable for professional groups now in terms of research, legal matters, union education, etc. Our health and safety services would be easily applicable. We do represent college teachers in Terrace and Quebec.

Jack Finnbogason, C.I.E.A. Past-President: What increase in power would we realize?

Jeff Rose Your leverage in bargaining and arbitration would increase your clout. For example, A.U.C.E. at U.B.C. was not being taken seriously. Every

Reprint from "Association Update". (Contd.)

matter was being taken to arbitration and legal bills were \$30 - \$40,000 per year. C.U.P.E. indicated to the employer that if we saw it as an attack on unions we'd make it a national issue. The employer is no longer taking everything to arbitration. C.U.P.E. also provides access to the wider Labour movement and has relations with many unions in Canada and B.C.

Kevin Kennedy, East Kootenay: We don't want to be swallowed up. What leverage would we have within C.U.P.E. as reps.? Would we be a small delegation that could easily disappear?

Jeff Rose Nationally, everybody disappears. There are over 2,000 delegates at our National Convention and no one has more than 15. The union tries to achieve consensus among sectors. We are often accused of being too democratic.

In B.C. you would represent a 15-20% increase in membership. You could make your own priorities high profile. You would fit within the educational workers of C.U.P.E., one of the largest groups in C.U.P.E. in B.C.

Jim Howard, Selkirk: Most college faculty are reluctant trade unionists. How quickly would we get into trouble?

Jeff Rose We have hundreds of thousands of white collar workers in our union who feel this way. We have no code of conduct to use as a club over people's heads. We recognize that the old-style union jargon and tactics don't always fit today. We encourage people to support each other for the greater good. We adhere to union morality and try to encourage members to do likewise, but we don't discipline locals.

Karen Ewing, C.I.E.A. Vice-President: Would we have to vet public statements with head office?

Jeff Rose You have the freedom to comment at any time ; we can't and don't want to take it away. We believe that enough dialogue keeps people together. We hope locals will stay within C.U.P.E.'s general guidelines, but we work by persuasion rather than rules. We hope that you would check with us if

Reprint from "Association Update". (Contd.)

you were in doubt, but you speak as your own person, not necessarily as a C.U.P.E. local.

Mark Kunen, Camosun: Can members be disciplined by C.U.P.E. for crossing picket lines?

Jeff Rose You can discipline members but it is a local decision, not a national. We say that crossing a picket line is undermining the others and voluntarism is the norm. There are parts of the constitution that can be used as a hammer but these are used by the locals, and have only been used by locals in extreme situations. They are not normally used. Charges against members who violate this principle are not the norm.

John Waters, C.I.E.A. President: Would we join as a council of unions?

Jeff Rose That is up to you. A council of unions and a provincial union are almost the same, except that a council should at least co-ordinate bargaining, whereas a provincial need not.

John Waters Does this choice affect our representation?

Jeff Rose You would have more delegates as a council but each would have a separate voice. As a provincial union reps would vote as a block.

John Waters What would be the role for the Staff Representative?

Jeff Rose One Staff Rep. trained in your area would be assigned to C.I.E.A. The Rep's duties would include grievances, arbitrations, bargaining, health and safety, helping with day-to-day problems, and liaison between locals and between C.I.E.A. and C.U.P.E. The regional rep. for each local would be available as a back-up for the Rep hired specifically for your union.

Michael Stepler, B.C.I.T.: Can we maintain the current dues "cap" that we have with C.I.E.A.? (Each C.I.E.A. union currently pays dues for a maximum of 220 FTE members).

Jeff Rose Yes, but other locals will have to pick up the slack. You must pay for all FTE and work out the

Reprint from "Association Update". (Contd.)

difference internally. Strike pay is given on the basis of FTE's paid for and each eligible member, full or part-time, receives full strike pay. Likewise, you can't carry only one-quarter of a grievance for a quarter-time employee.

Mike Fuhrmann, New Caledonia: Does C.U.P.E. require its member locals to become closed or union shops?

Jeff Rose No.

QUIT COMPLAINING!

(Editor's Note: I have heard several employees - mainly faculty, of course - complaining about the recent memo from management requiring us to get our examination booklets from the Bookstore so that they can be charged to our supplies budgets. Well, it could have been a lot worse, so we should count ourselves lucky. A crack investigative team from this publication unearthed the following memo in the wastebasket of the Lord Chief High Potentate. (I'll bet you didn't even know there was such a position at the College - this was a crack investigative team. Now maybe the Board will buy that shredder!) It appears to be the original memo before our benevolent Principal and Deans intervened on our behalf.)

TO: All Employees

FROM: THE MANAGEMENT

DATE: October 16, 1985

RE: Waste and Profligacy

It has come to our attention that waste continues unabated at our fair institution. We have noted the inexplicable use of numerous, highly expensive materials without any accountability from the users. Consequently, we are forced to implement the following measures.

Henceforth, all examination booklets, instructor evaluation forms, toilet paper, and paper towels must be obtained from the Bookstore. These materials will be charged to your supplies budget.

Employees working at night must make arrangements to obtain these materials ahead of time since the Bookstore is not open at night.

We are sorry that the majority of responsible employees must bear such measures in order for us to restrain the profligate few. Sadly, that is the way of the world. It is evident that there will always be someone who tries to take College materials home for use by their children as colouring books, etc.

We are confident you will welcome these necessary measures for making the College a more efficient, happier place to work.

Now let's get to it.

COLLEGES ELSEWHERE

(Editor's note: Here are a couple of newspaper articles on current developments in community colleges elsewhere - California and Ontario. In both places studies of the college systems are underway, or recently completed. In both places the problems faced by community colleges may seem very familiar to faculty in B.C.)

More likely, the [California community college] system, for a variety of reasons, has not adapted to changing student needs and preferences since its heyday in the 1960s and 1970s. Until we better understand those needs, attempts to save the community colleges are unlikely to succeed. A statewide commission, appointed last year is currently reassessing the mission of community colleges in light of changing student priorities. It is scheduled to report to the Legislature by Dec. 31 of this year.

One needed change is in the method of financing the colleges. Since losing their tax-raising ability after passage of Proposition 13, the colleges have relied solely on state average daily attendance money. But, as Senate Republican leader James Neilsen points out, "funding based on attendance in a non-compulsory system makes no sense; it only encourages community colleges to do anything they can to get quantity over quality."

Students are showing they want quality over quantity by flocking in unprecedented numbers to the state university and University of California systems. If the community colleges are to regain their stature they, too, must base their programs on quality, not quantity.

...excerpted from "The community college blues", an editorial in the Oakland Tribune, June 14, 1985.

Colleges Elsewhere (Contd.)

Morale among faculty members is "alarmingly low" at Ontario's 22 community colleges, and the quality of education is deteriorating because of unreasonable teacher workloads and a preoccupation with industrial-style efficiency, says a provincial report calling for more money to be pumped into the colleges.

The report, released yesterday by Colleges and Universities Minister Gregory Sorbara, was commissioned last March, four months after the former Conservative government legislated an end to a 3-1/2 week strike by 7,600 staff members of the colleges.

The three-member committee on instructional assignment, headed by education professor Michael Skolnik, says in the report that provincial spending per college student since 1978 has dropped 33 per cent. It recommends that the Government increase financing to 1980-81 levels - a 16 per cent increase. Minor tinkering will not improve the situation, the report says. Without more money, problems with the quality of education cannot be solved because "the colleges will continue to be preoccupied merely with survival."

The money should be used to reduce teaching hours in certain courses, provide four weeks of professional development annually for teachers, acquire new equipment and reduce overcrowding and class size, the report states. These steps, it says, are necessary to stop a further slide by the colleges.

It [the report] contains some sharp comments on the factory-style management of the colleges, which has produced feelings of alienation and frustration among teachers: "The excessive preoccupation with efficiency, almost to the exclusion of any other social or educational values, may be threatening the viability of the college system."

Faculty members believe academic considerations are playing a secondary role in the running of the colleges - which now have almost 100,000 students - the report states.

The lack of consultation on academic decisions shows "blatant disregard for the legitimate professional concerns of faculty," it says, urging the establishment of an academic council at each college to develop academic policies.

...excerpted from "Faculty morale alarmingly low at community colleges: report" by Lorne Slotnick in the Globe and Mail, August 3, 1985.

ONLY IN B.C., YOU SAY?

It was recently estimated that roughly 10% of the 2.7 million people in B.C. are Saskatchewan expatriates. The figure was arrived at to facilitate planning for a 1986 Saskatchewan reunion which is to take place in Vancouver the weekend prior to the May 2 opening of Expo 86. The organizers, apprised of that figure, now consider booking Vancouver's capacious domed stadium for the party.

If there really are that many Saskatchewan natives in B.C., it would seem that not all their Prairie attitudes have survived the move to the coast. Either that or they are having surprisingly little impact on the politics of B.C. There is a remarkable difference in the attitudes of the two respective provincial governments toward education, even though both administrations hold conservative views and even though both are running deficits.

In B.C., Finance Minister Hugh Curtis recently told teachers not to expect salary increases this year. The province has insisted on tough restraint budgets from school boards, and dramatically fired the Vancouver School Board after it stood firm on a budget \$14 million above the provincially approved level of \$164 million.

A government review team then found \$20 million of potential reductions in the Vancouver budget, including a saving of \$7.6 million by not increasing salaries. Similarly, the three provincial universities have grappled with spending cuts for two consecutive years, to the point where the president of the largest university abruptly quit to move to an Ontario university.

In Saskatchewan, Robert Andrew, the intense young lawyer who is Finance Minister, took an altogether different approach in April in his \$3.5 billion budget with its \$271 million deficit. He laid down four long-term spending priorities, and education was at the top of the list.

In the current fiscal year alone, Saskatchewan's school grants are up 10%, and its grants to its universities are up another 10%. Over the next five years, the province has earmarked \$400 million in new money for education.

Andrew's reasons for putting education at the head of his four priorities - the others are job creation, agriculture, and health care - was reiterated in a recent speech to the annual meeting of the Saskatchewan chamber of commerce.

Only in B.C., you say? (Contd.)

He believes that "we will all lose" by downsizing education. "We will lose some today and we will lose in spades tomorrow". "To deal with unemployment in the long term the first premise is a better education system."

By coincidence, Andrew made his remarks during the same week when the confrontation with the Vancouver School Board was in the national news. At lunch on the day of the Andrew speech, the table talk among a group of Saskatchewan businesspeople concerned the perplexing difference in the attitude toward education spending by the two provinces.

As much as any other reason, the difference seems rooted in the divergent economic histories of the two provinces. Until the latest recession, prosperity has been significantly more accessible in B.C.

The West Coast school dropout traditionally had a pick of highly unionized jobs in the forests, the mines or the fishing boats. The work often was dangerous and hard, but the pay was generous. In contrast, the Saskatchewan school dropout's options were fewer, were typically related to agriculture, and paid much less. There was more incentive in Saskatchewan to stay in school and, with it, higher expectations of the school system among many parents.

The conversation at lunch that day indicated that the Saskatchewan attitude toward education remains alive and well. Saskatchewan businesspeople are just as critical of government spending as businesspeople elsewhere in Canada but, as Finance Minister Andrew's remarks reflect, they do draw the line at austerity in education.

... John Schreiner, "Where education is worth the cost", The Financial Post (Mr. Schreiner is the Post's Western Editor.)

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ENDING OF SUBSIDIES FOR BOOKS DECRIED

A collection of essays critical of the Social Credit restraint program has provoked the government to end subsidies for books about politics, economics or social history, a publisher said Wednesday.

The decision has drawn cries of censorship and demands for a better-defined subsidy policy. But Tom Fielding, director of the provincial cultural services branch, said the policy change was meant to bring the publishing-assistance program into line with its original intent.

The program provides grants of up to \$2,000 from a lottery-financed fund. Fielding said the mandate of the branch is in the arts area and subsidizing non-fiction books is up to the ministry of industry and small business.

Ralph Maurer, head of New Star books in Vancouver, said it was his company's publication of The New Reality that prompted the policy change. The book, which New Star published with the help of \$1,000 from Victoria, is a stinging indictment of the government's restraint program. "It wasn't just the final straw - it basically was all the straws," Maurer said. "We believe strongly that The New Reality got someone at the ministry angry that title-assistance money was going to a book actually critical of the policies of the government."

However, Fielding said publications by the conservative Fraser Institute will be equally affected by the new subsidy policy.

Karl Siegler, president of Talon Books and past president of the Association of B.C. Book Publishers, said the government's move amounts to censorship. "In general, the publication of trade books in Canada...cannot be done without government assistance," Siegler said. "If you remove needed assistance from a particular generic sector, then what you've really done is stopped the publication of that material."

Under the new guides, "economic, political and social histories or commentaries" join the list of books ineligible for cultural services branch subsidies. Already ineligible were textbooks, cookbooks, school yearbooks, periodical and travel guides.

STUDENT AID STILL THE WORST

Two recently announced changes in the British Columbia Student "Aid" Program will do little to improve the worst student assistance program in Canada.

The provincial government has implemented a loan remission program. Students will be eligible to receive up to 25% remission of their provincial student loans upon graduation. Out of town students will be eligible for up to 33% remission.

The second change is the creation of a provincial scholarship program which will reward students on the basis of achievement rather than need. Top achievers will be eligible for up to a \$400 scholarship.

Simon Fraser Student Society External Relations Officer Don Macbeth is particularly concerned that the scholarship program represents a major shift in philosophy from a needs based program to one based solely on achievement without regard for need.

The Student Society has called for the return of a grant program based on need funded at 1982/83 levels. Despite the claims made by Universities Minister McGeer that BC now has "the best" program in Canada, BC is the only province which does not offer a needs based student grant.

...From Sept 1985 Newsletter of the Simon Fraser
Student Society External Committee.
